



WORKFORCE
SOLUTIONS **Capital Area**

Connecting People to Jobs

State of the Workforce

2015 Update

Workforce development is about **people** and **jobs**.
It is the development of skills and knowledge and the
connection between people and the workplace.
It is also about the relationship between
human capital and market need.

This report provides a “snapshot” of the local labor market of the Austin-Round Rock MSA in 2015. The report is intended to bring attention to certain trends and disparities that have both economic and social implications. Most importantly, this report is designed to serve as a community engagement tool to encourage regional dialogue on addressing issues and positioning the region with a competitive workforce. The workforce issues facing the Austin-Round Rock MSA are too complex for any one entity to solve. They require collaboration and cooperation across public, private and nonprofit parties.



Population

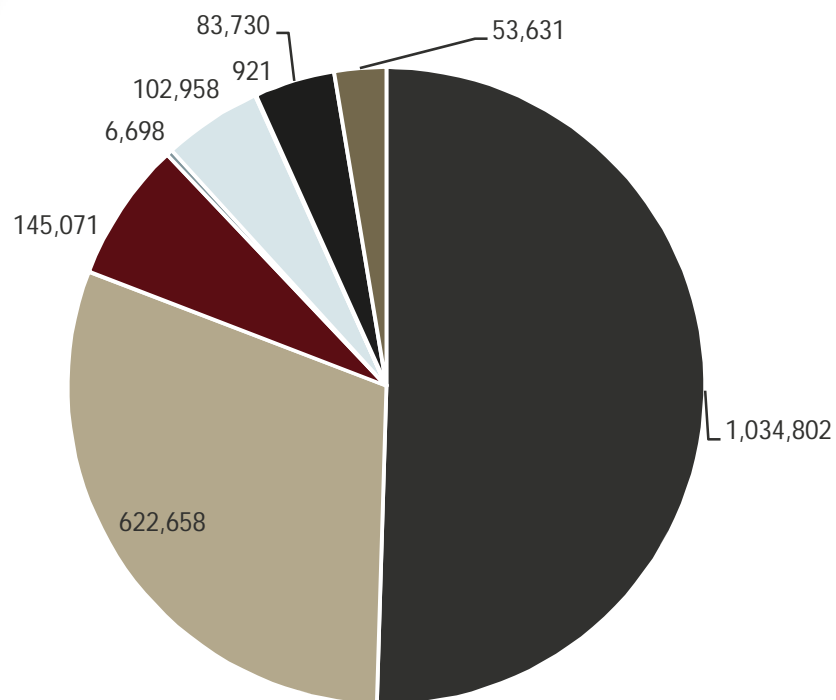
- Austin-Round Rock, TX MSA (Austin MSA): 1,943,299
 - Aged 19 or younger: 27%
 - Aged 65 and older: 8.4%
 - 3.2% overall population increase from 2013
- Travis County: 1,151,145
- State of Texas: 26,956,958
- U.S.: 318,857,056

SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLE B01003,
1-YEAR DATASET, 2014



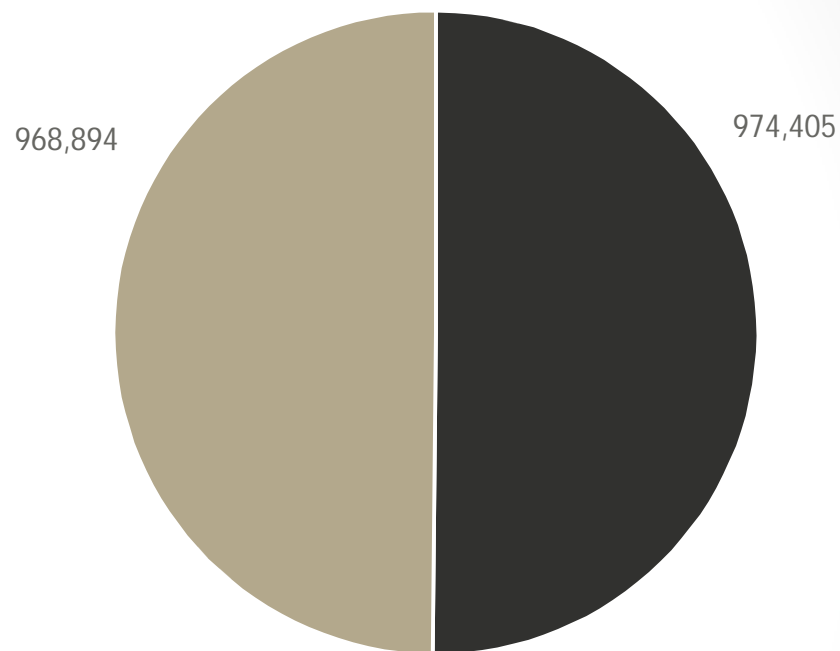
General Characteristics - Austin MSA

Race/Ethnicity (All Ages)



- White
- Hispanic/Latino Origin
- Black/African American
- Native American & Alaska Native
- Asian
- Native Hawaiian or Other Pacific Islander
- Some Other Race
- Two or More Races

Gender (All Ages)



- Male
- Female

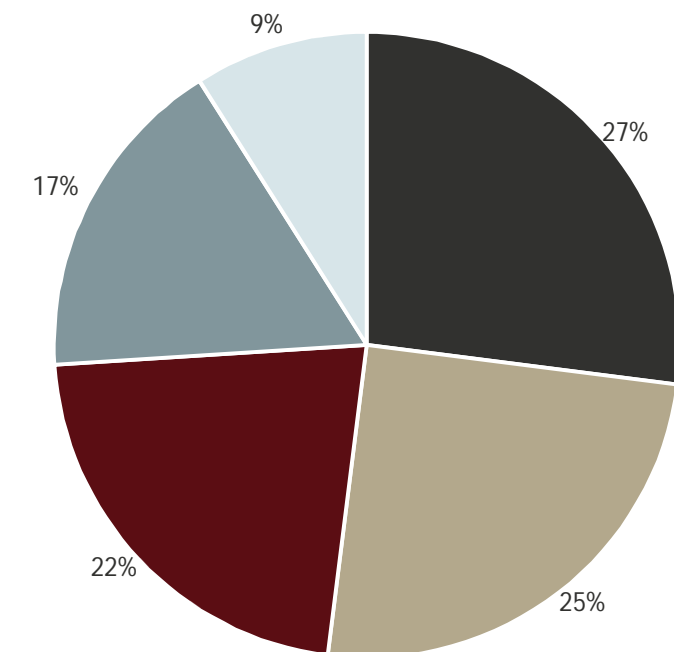
SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLES B01001A-B01001I,
1-YEAR DATASET, 2014



WORKFORCE
SOLUTIONS Capital
Area
Connecting People to Jobs

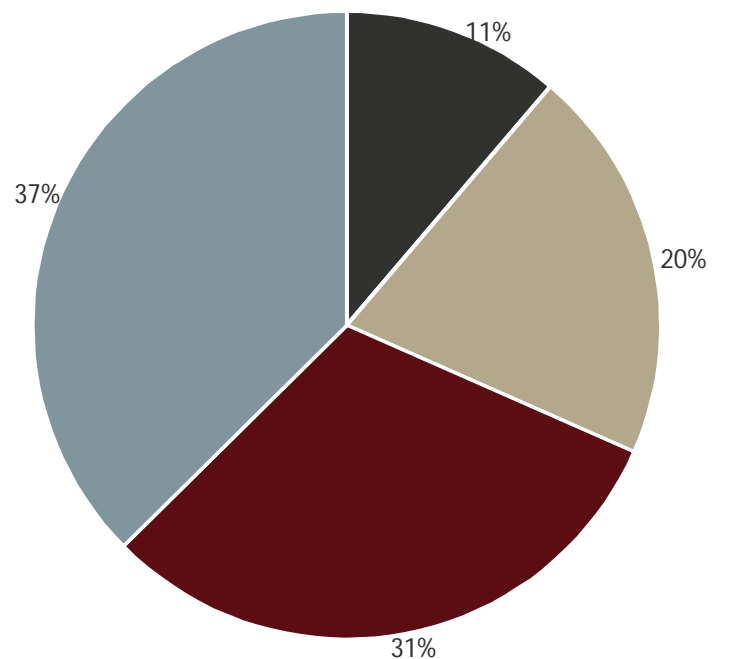
General Characteristics - Austin MSA

Age



■ 0-19 ■ 20-34 ■ 35-49 ■ 50-64 ■ 65+

Educational Attainment
(Aged 25 and older)



■ Less than HS ■ HS Diploma/GED
■ Some college, Associate's ■ Bachelor's & higher

SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLES B01001A-B01001I,
1-YEAR DATASET, 2014



Age & Gender

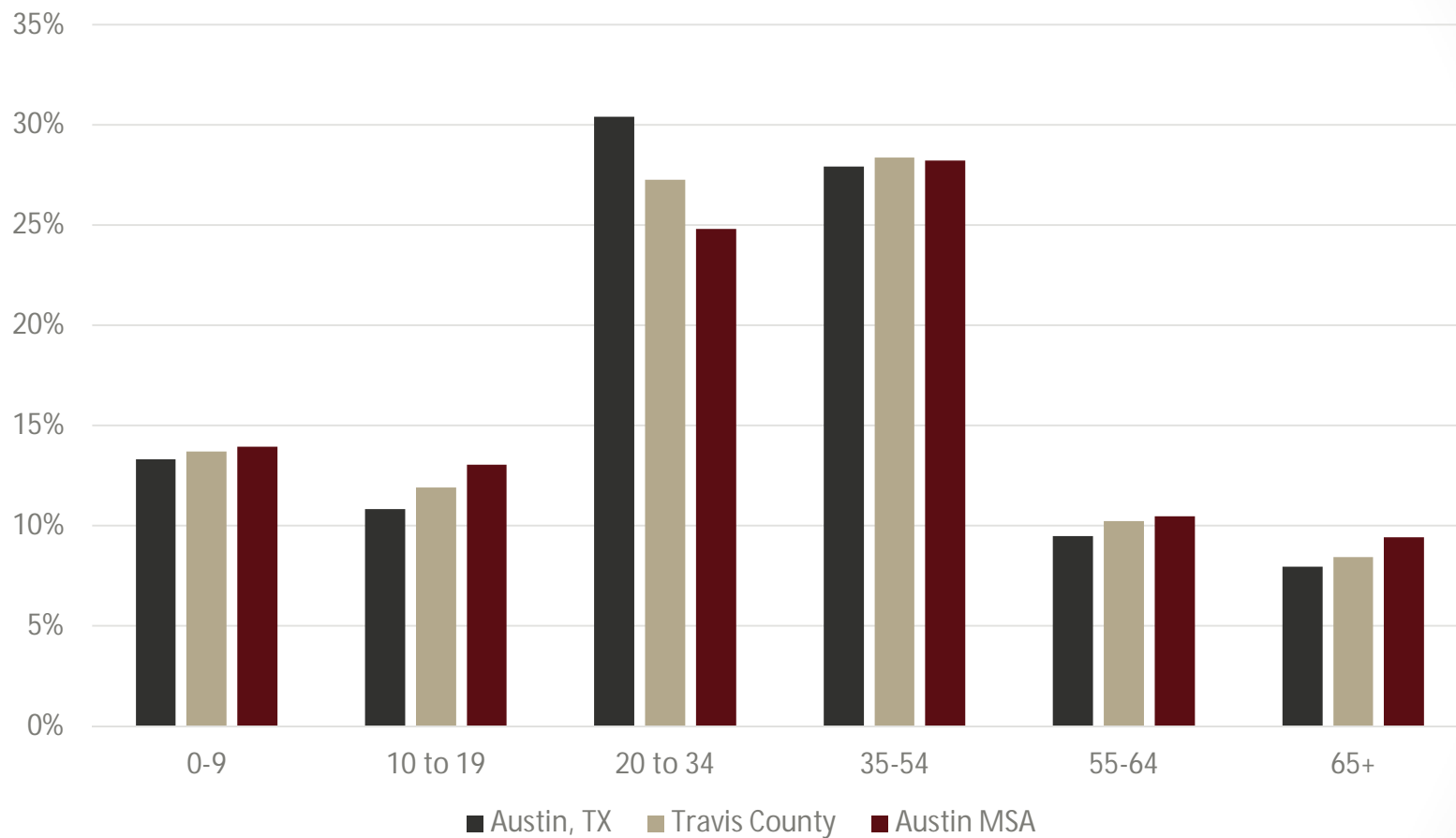
- Travis County has a slightly younger population than the Austin MSA. In 2014, 18.4% and 17.0% of the county's males and females, respectively, were aged 20 to 39.

Age Range	Austin-Round Rock, TX MSA			Travis County, TX		
	Gender	Number	Percentage	Gender	Number	Percentage
0-19	Male	270,653	13.9%	Male	151,023	13.1%
	Female	254,220	13.1%	Female	143,969	12.5%
20-39	Male	323,109	16.6%	Male	211,402	18.4%
	Female	309,719	15.9%	Female	195,634	17.0%
40-59	Male	250,438	12.9%	Male	146,870	12.8%
	Female	255,775	13.2%	Female	151,321	13.1%
60-79	Male	114,627	5.9%	Male	61,679	5.4%
	Female	122,705	6.3%	Female	65,979	5.7%
80+	Male	15,578	0.8%	Male	9,045	0.8%
	Female	26,475	1.4%	Female	14,223	1.2%
Total Population	Male	974,405	50.1%	Male	580,019	50.4%
	Female	968,894	49.9%	Female	571,126	49.6%
Grand Total	-	1,943,299	100.0%	-	1,151,145	100.0%

SOURCE: U.S. CENSUS BUREAU AMERICAN COMMUNITY SURVEY, TABLE S0101, 1-YEAR DATASET, 2014



Age Analysis

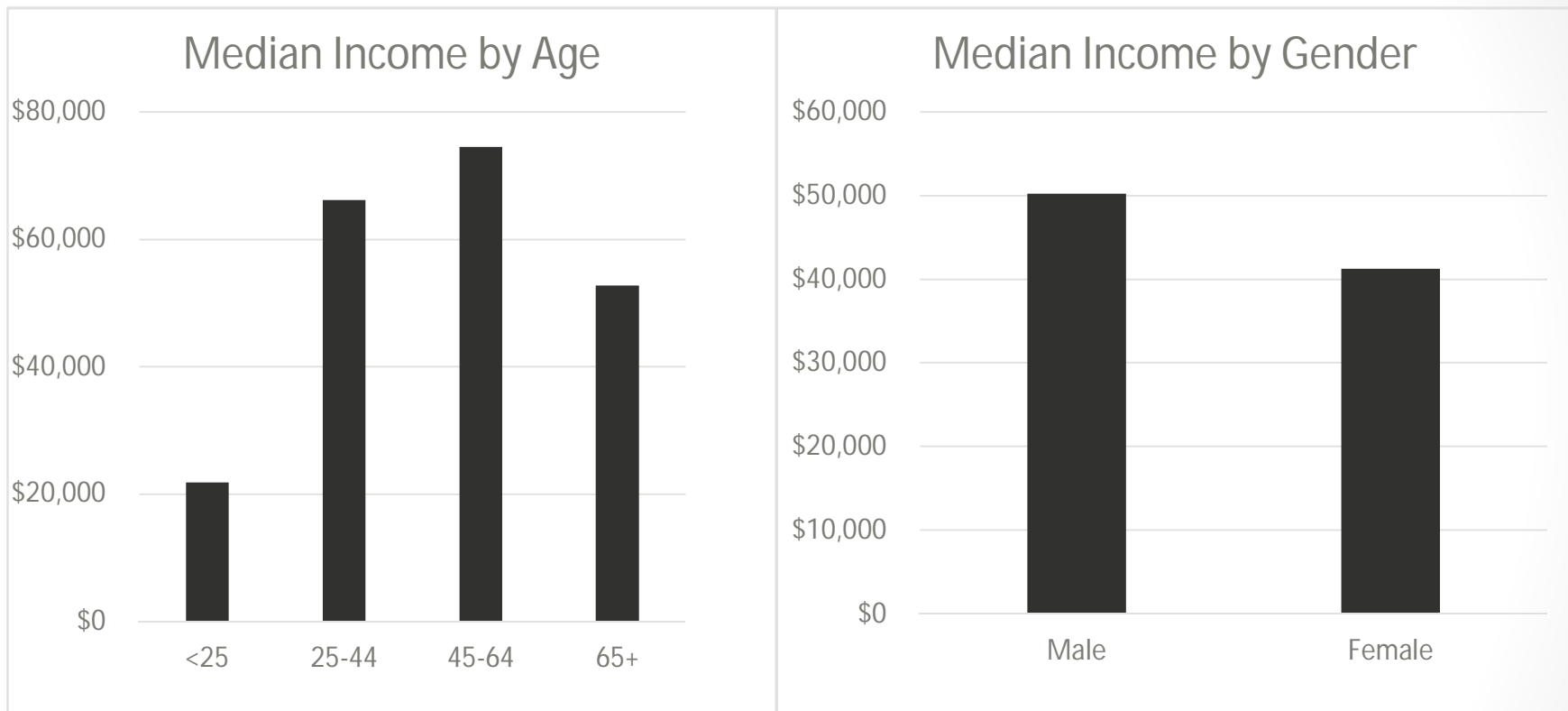


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SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLE S0101,
1-YEAR DATASET, 2014



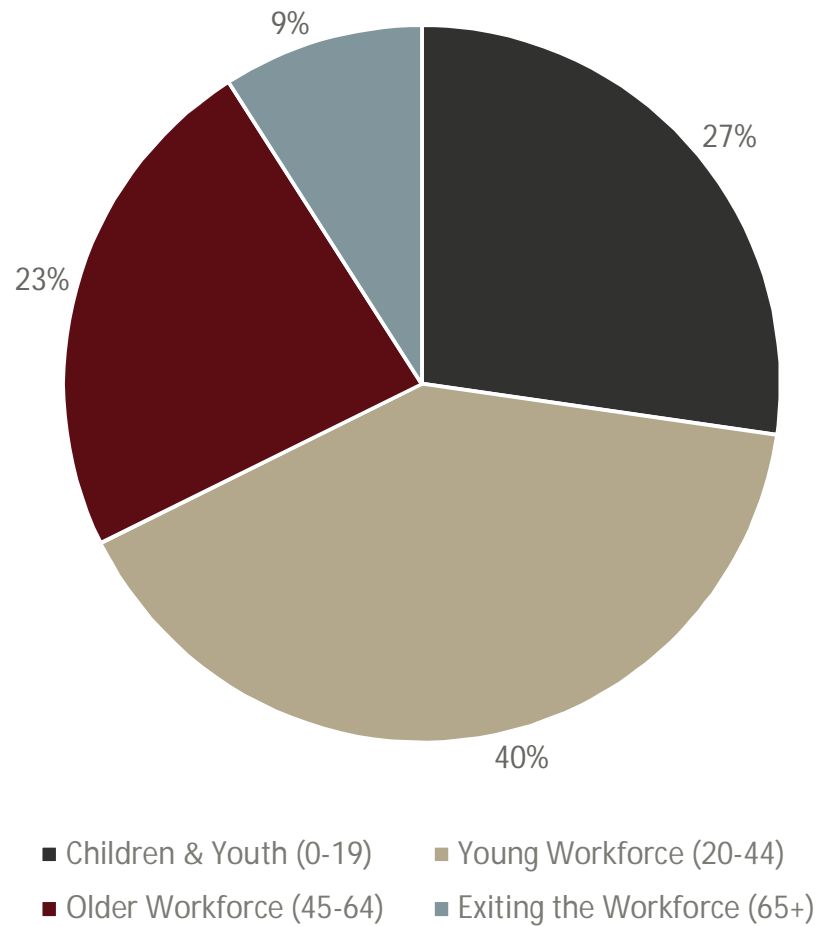
Age & Gender Income Comparison (Austin MSA)



SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLES CP03 & B19049,
1-YEAR DATASET, 2014



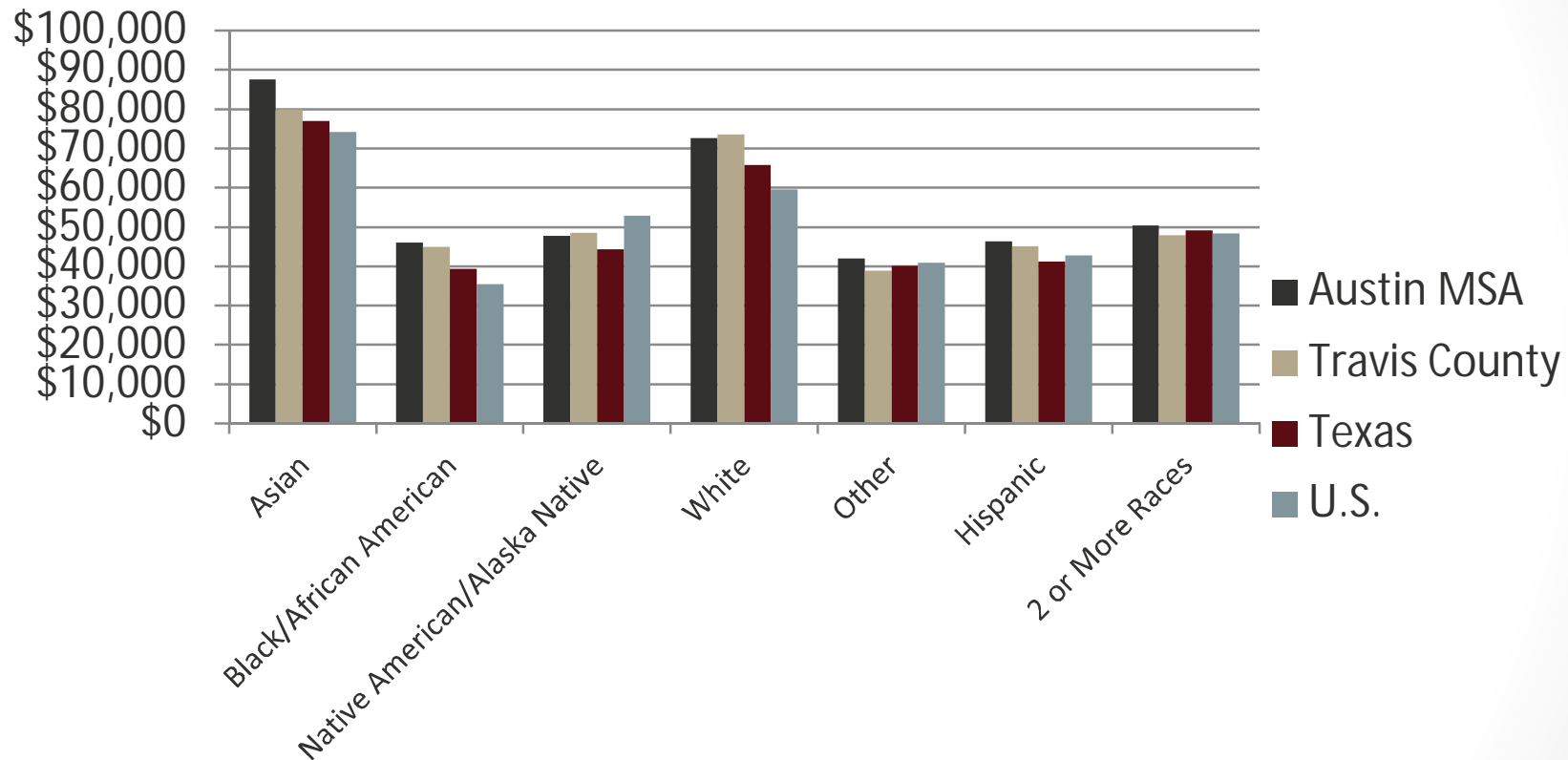
Age & Race/Ethnicity



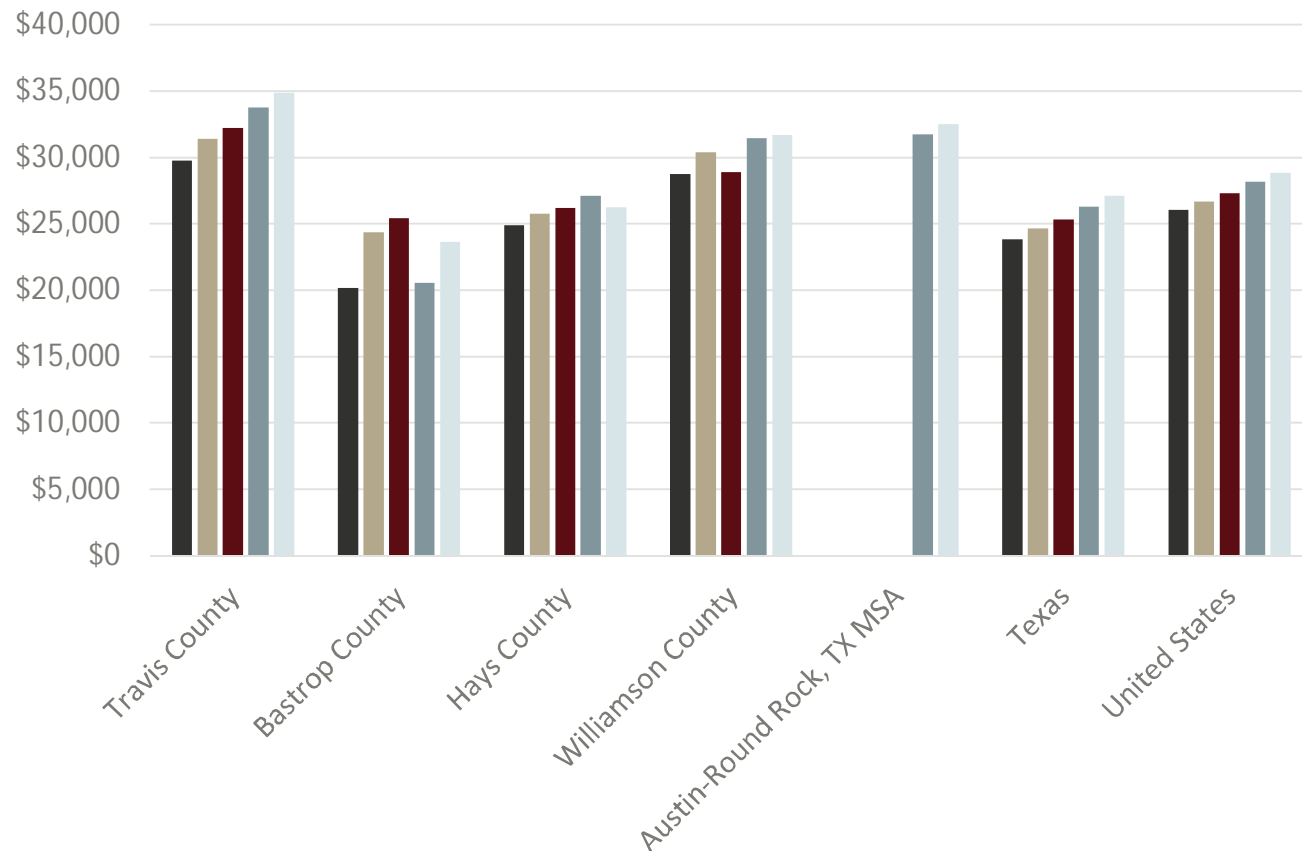
SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLES B01001A-B01001I,
1-YEAR DATASET, 2014



Median Income by Race & Ethnicity



Per Capita Income



Note: 2010, 2011 & 2012
Information is not available for the
Austin MSA.

■ 2010 ■ 2011 ■ 2012 ■ 2013 ■ 2014

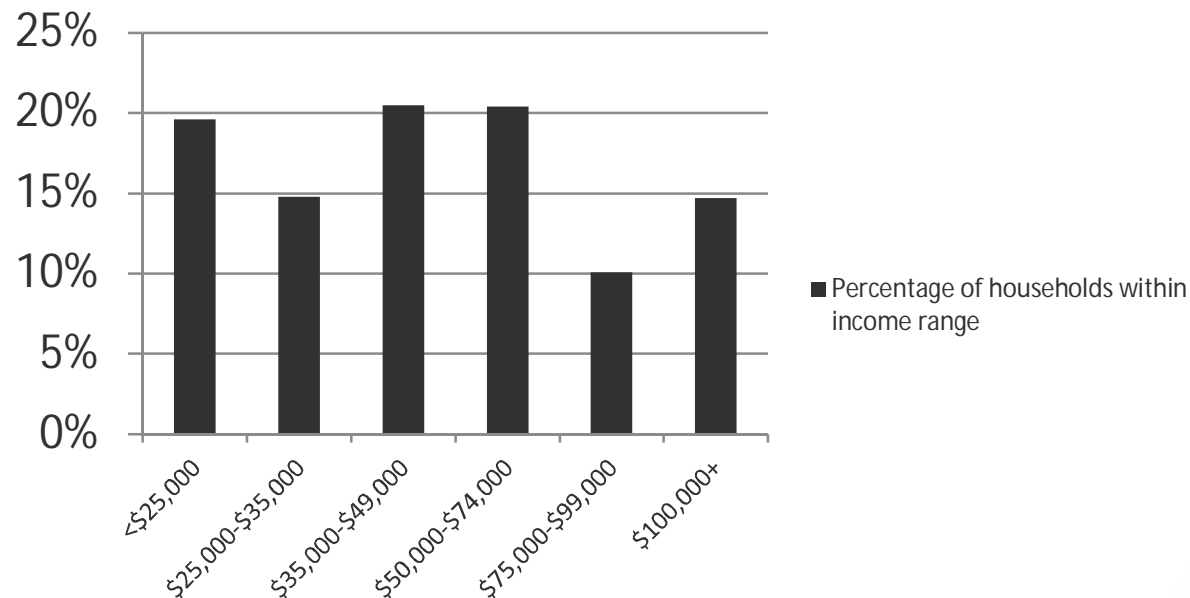
SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLES B19301, S1701,
1-YEAR DATASET, 2014



Household Income

Median Household Income in the Austin MSA is the highest at \$63,603, followed by Travis County (\$61,787), the United States (\$53,657) and Texas (\$53,035).

Income Distribution – Austin MSA



SOURCE: U.S. CENSUS BUREAU AMERICAN COMMUNITY SURVEY, TABLE S1903, 1-YEAR DATASET, 2014



Income Disparity

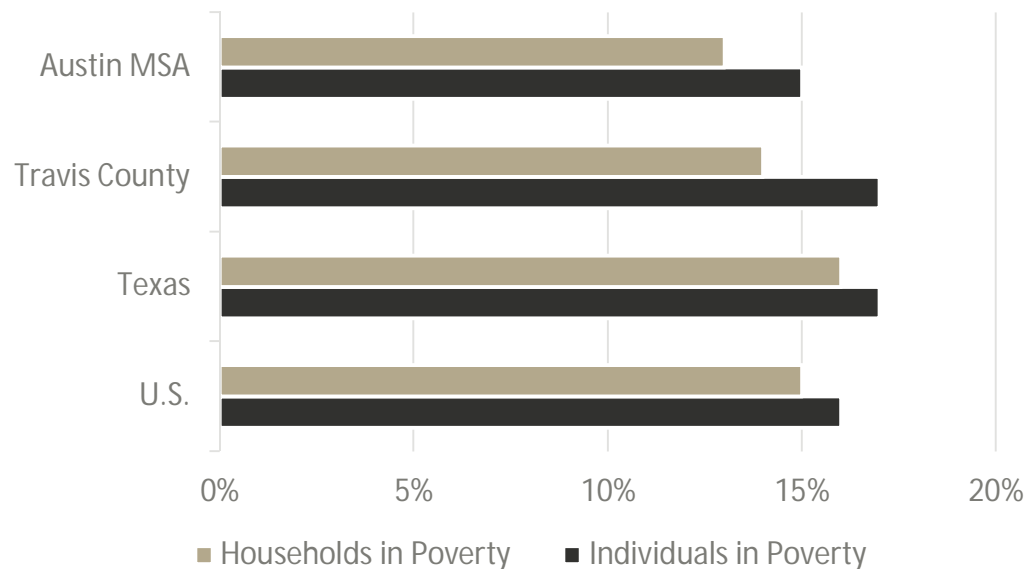
- While the median household income in the Austin MSA is \$63,603, the minimum wage (federal and Texas) is \$7.25/hour or \$15,080 annually.
- The September 2015 Central Texas median home sales price is \$258,000 (Austin Board of Realtors), an eight percent increase from September 2014. The median gross rent in the Austin MSA is \$1,063. According to CNN, rent in the Austin area increased six percent from April 2014 to April 2015.
- Since 1990, median salaries in Austin have increased 91 percent, but median home prices over that same time have increased by 229 percent (KVUE, "Salaries can't keep pace with Austin housing boom, 7/6/15).

SOURCES: U.S. DEPT. OF LABOR, U.S. CENSUS
BUREAU AMERICAN COMMUNITY SURVEY, TABLES
S1903, B25064, 1-YEAR DATASET, 2014, AUSTIN
BOARD OF REALTORS, CNN, KVUE



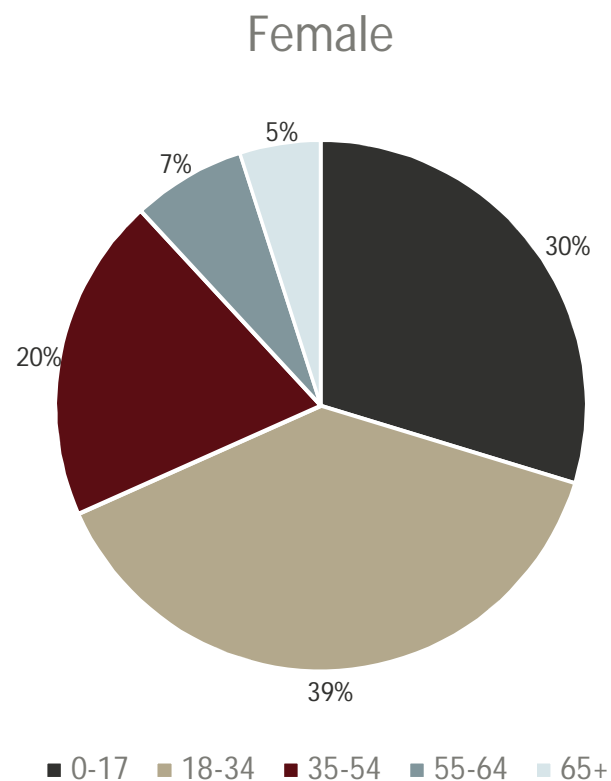
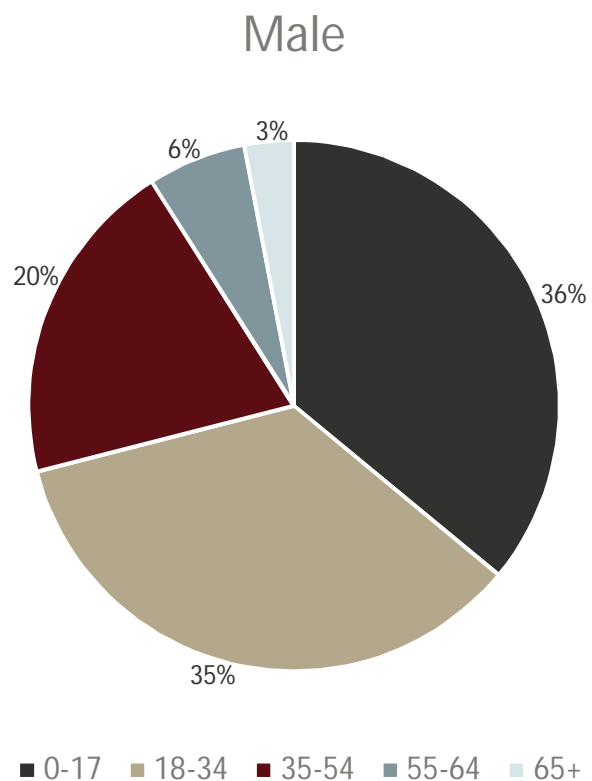
Poverty

- Both Travis County and the Austin MSA's household poverty levels are below the Texas and national averages.
- For individuals, Travis County's poverty level is similar to the state average and higher than the national average, while the MSA's poverty level is below both the state and national levels.



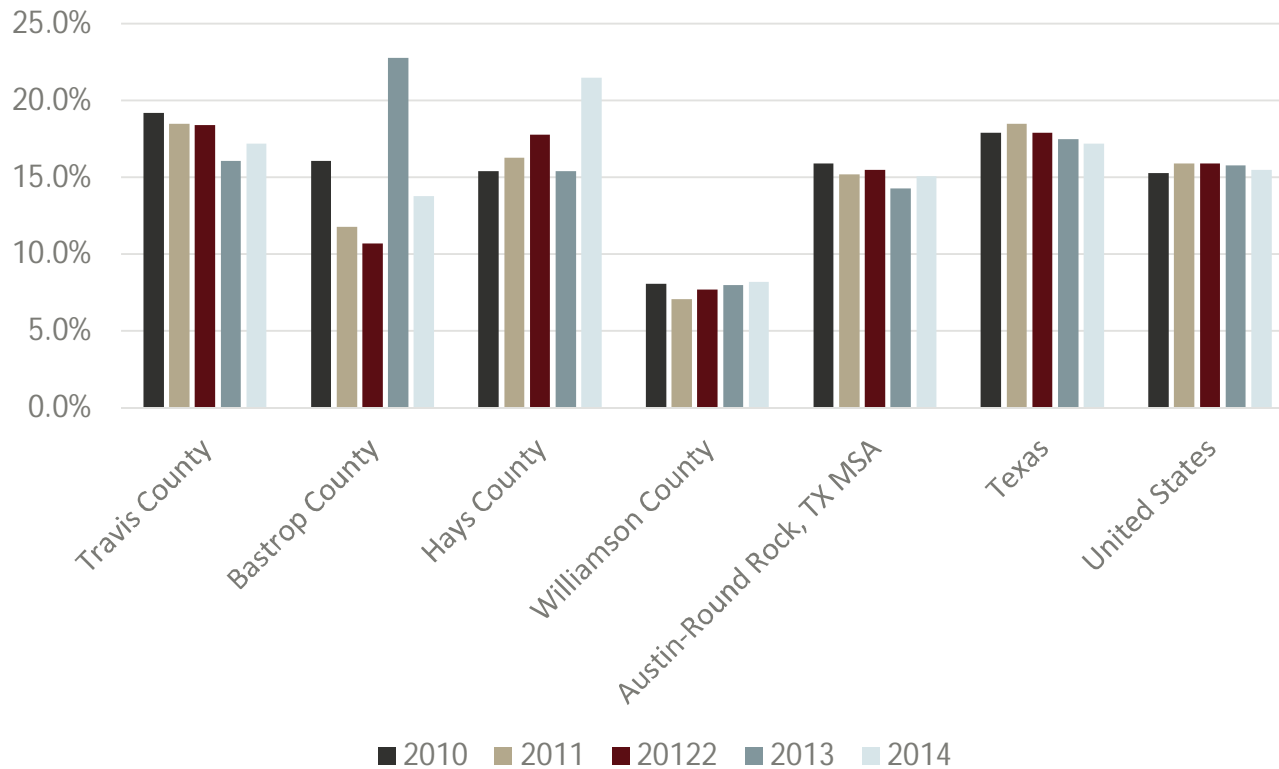
SOURCE: U.S. CENSUS BUREAU AMERICAN COMMUNITY SURVEY, TABLES C17017, S1701, 1-YEAR DATASET, 2014

Poverty by Age and Gender



Poverty & Social Assistance

Percent of Residents Living in Poverty

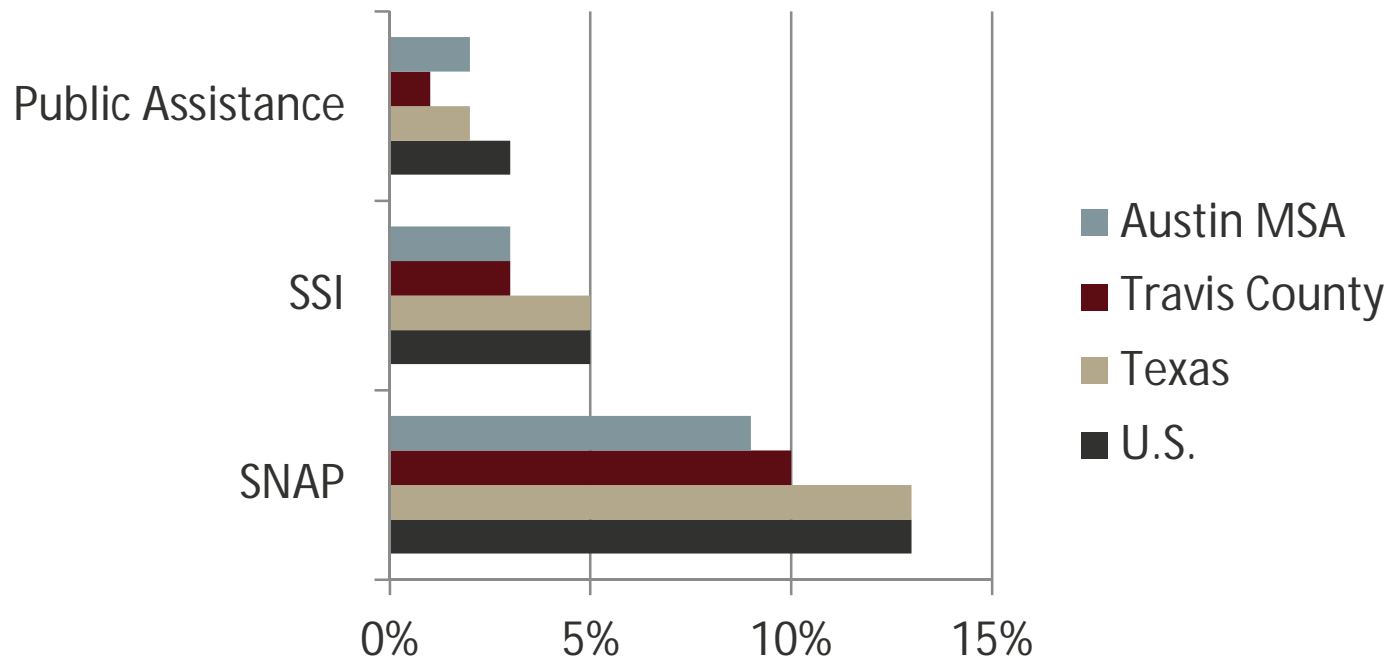


SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLES B19301, S1701,
1-YEAR DATASET, 2014



Poverty & Social Assistance

Households Receiving Assistance



SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLE S0501,
1-YEAR DATASET, 2014

Foreign-Born Population

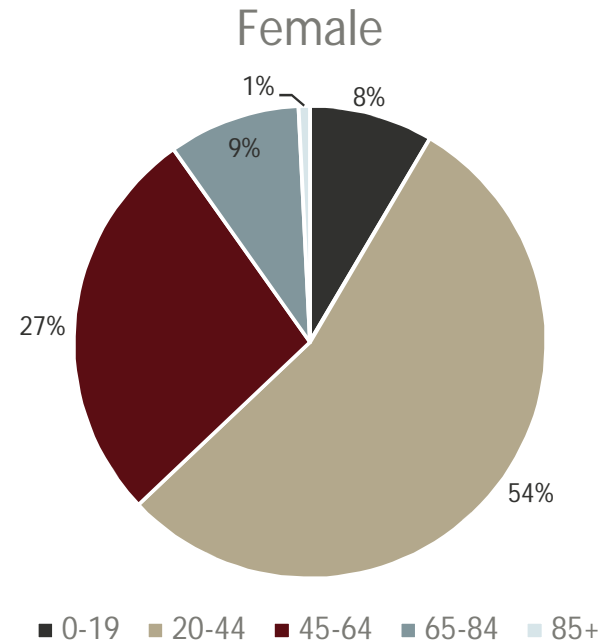
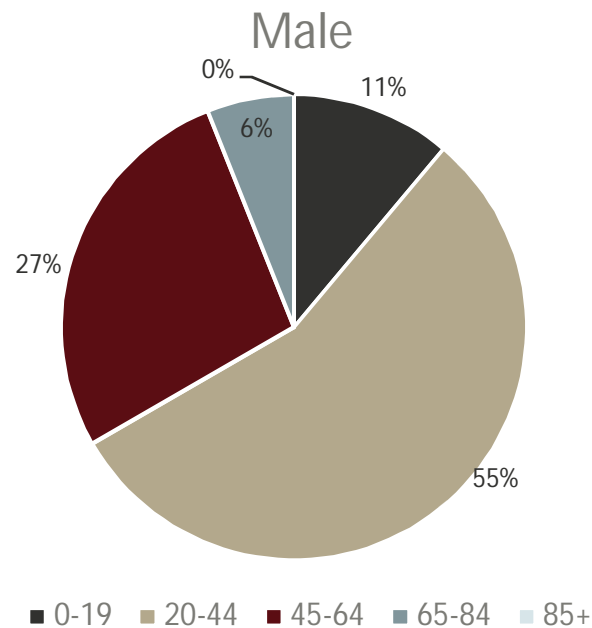
- Foreign-Born Population:
 - Austin MSA: 14.9% (288,627)
 - Travis County: 17.7% (203,571)
 - Texas: 16.8% (4,522,428)
 - U.S.: 13.3% (42,391,794)
- Top 5 Countries of Immigration (% of total foreign-born population in Austin MSA):
 - Mexico: 46.3%
 - India: 8.6%
 - Vietnam: 4.2%
 - China: 4.3%
 - Korea: 2.0%

SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLE C05006,
1-YEAR DATASET, 2014



Foreign-Born Population

- Gender by Age for the Foreign-Born Population:

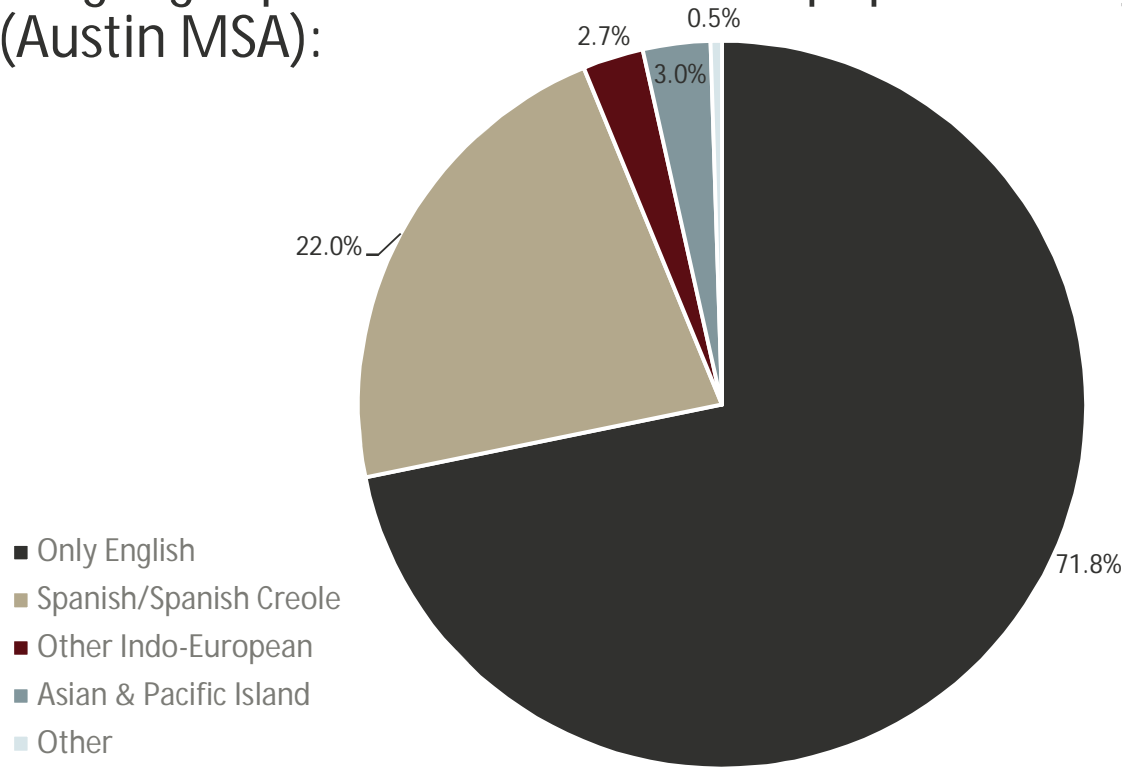


- 55% of the foreign-born population (158,597) is between the ages of 20 and 44.

SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLE B05013,
1-YEAR DATASET, 2014

Language

- Language spoken at home for the population 5 years and over (Austin MSA):

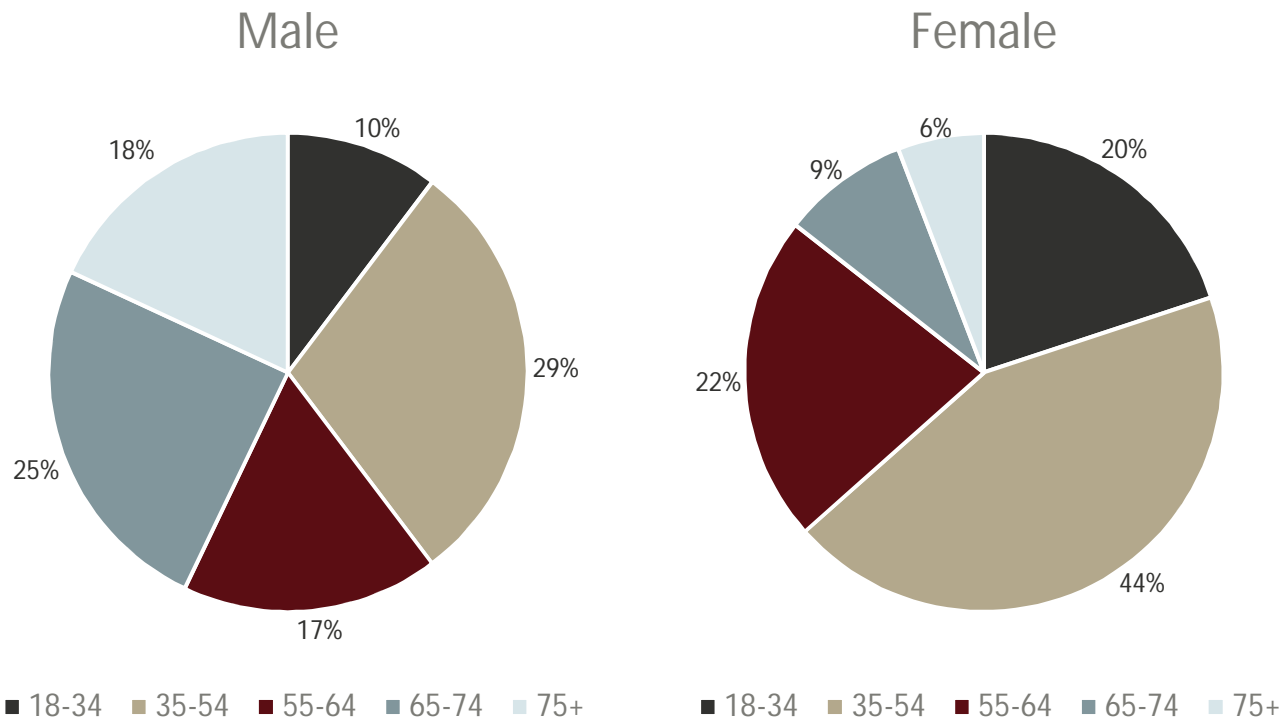


- From 2012-2013, 15.1% of students in Texas participated in programs for English language learners.

SOURCE: CENSUS, NATIONAL CENTER FOR
EDUCATION STATISTICS (DATA FOR 2012-2013)

Veterans

- Gender/Age Analysis:



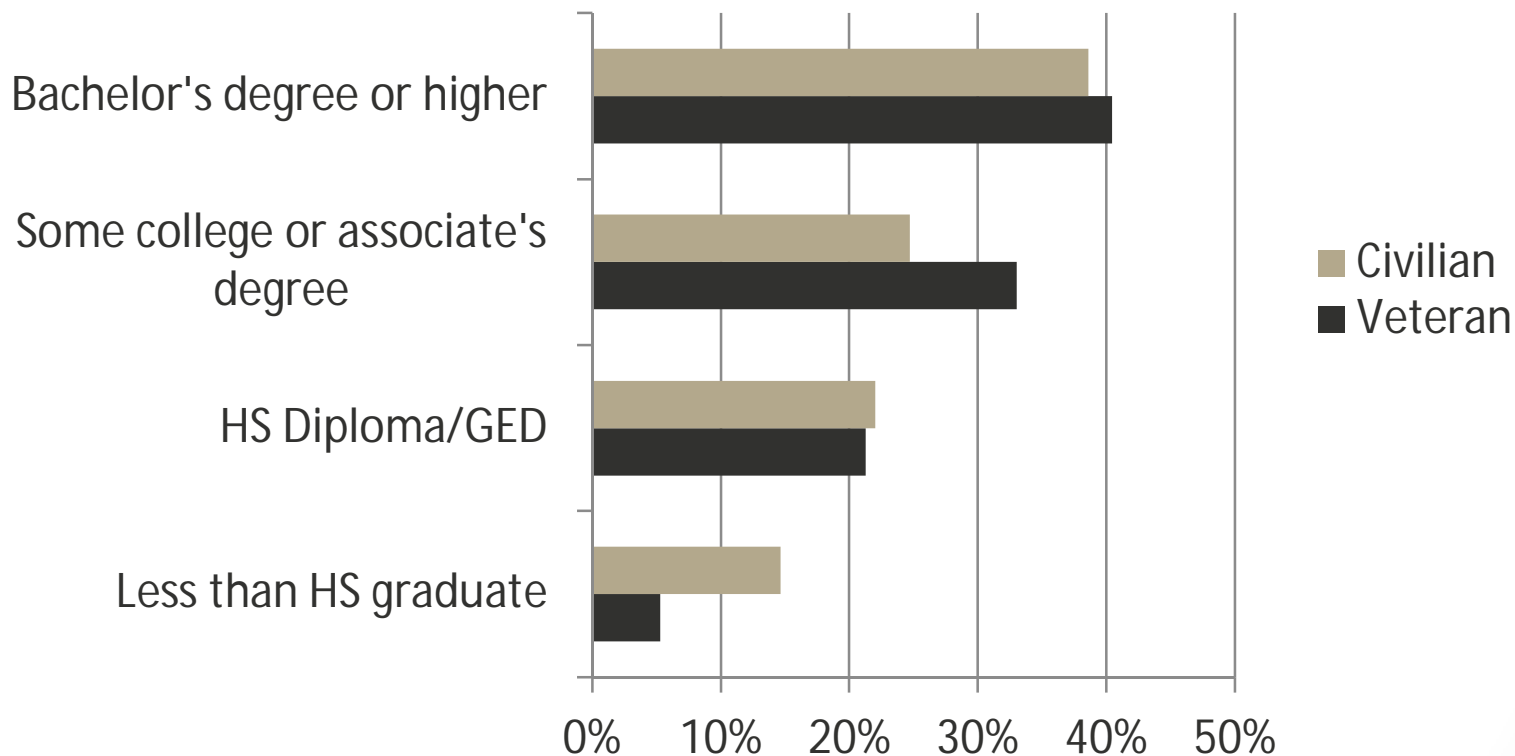
- 89% (91,307) of the veterans in the Austin MSA are male, and 60% (61,784) are within the ages of 18 and 64.

SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLES B21001, B21004,
B21007, C21007, S2101, 1-YEAR DATASET, 2014



Veterans

Educational Attainment, Population 25 & Older,
Austin MSA:



SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLE B21003,
1-YEAR DATASET, 2014

Veterans

- There are 102,585 veterans in the Austin MSA, and 60.2% are between 18 and 64 years of age.
- The median income among veterans is \$44,758 for males and \$45,444 for females.
- 5.7% of all veterans live below the poverty level.
- Veterans' unemployment rate: 5.4%
- 23.1% of all veterans are disabled.

SOURCE: U.S. CENSUS BUREAU AMERICAN COMMUNITY SURVEY, TABLES B21001, B21004, B21007, C21007, S2101, 1-YEAR DATASET, 2014



Youth

- Youth Unemployment (aged 16-24):
 - Austin MSA: 13.4%
 - Travis County: 13.2%
- Low Income Children: 92,588 children (under 18 years old) in the Austin MSA, are living below the poverty level, which is 19.9% of all children in the MSA.

SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLES S1701, S2301,
1-YEAR DATASET, 2014

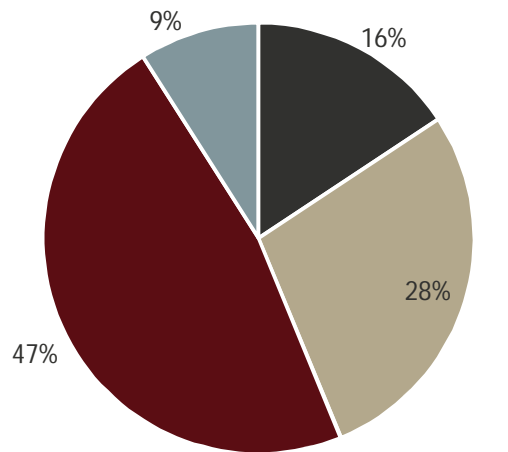


Opportunity Youth

- In 2012, approximately 26,581, or 11.1% of all 16-24 year olds in the Austin MSA were not working or in school.
- Black youth comprised 18.2% of all 16-24 year olds not working or in school, Latino youth made up 15.2%, and people of color made up 14.5%.

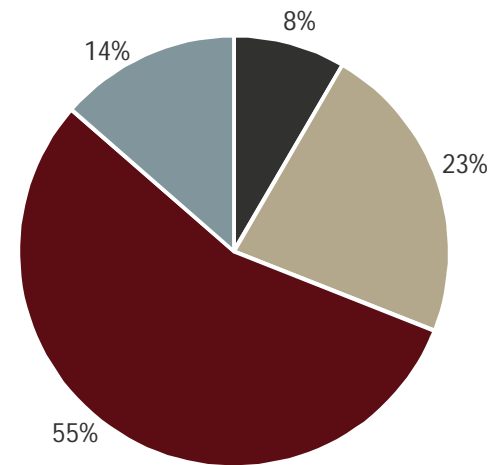
Educational Attainment - Aged 18-24

Male



- Less than HS
- HS Diploma/GED
- Some college or Associate's Degree
- Bachelor's Degree or Higher

Female



- Less than HS
- HS Diploma/GED
- Some College or Associate's Degree
- Bachelor's Degree or Higher

SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLE B15001,
1-YEAR DATASET, 2014

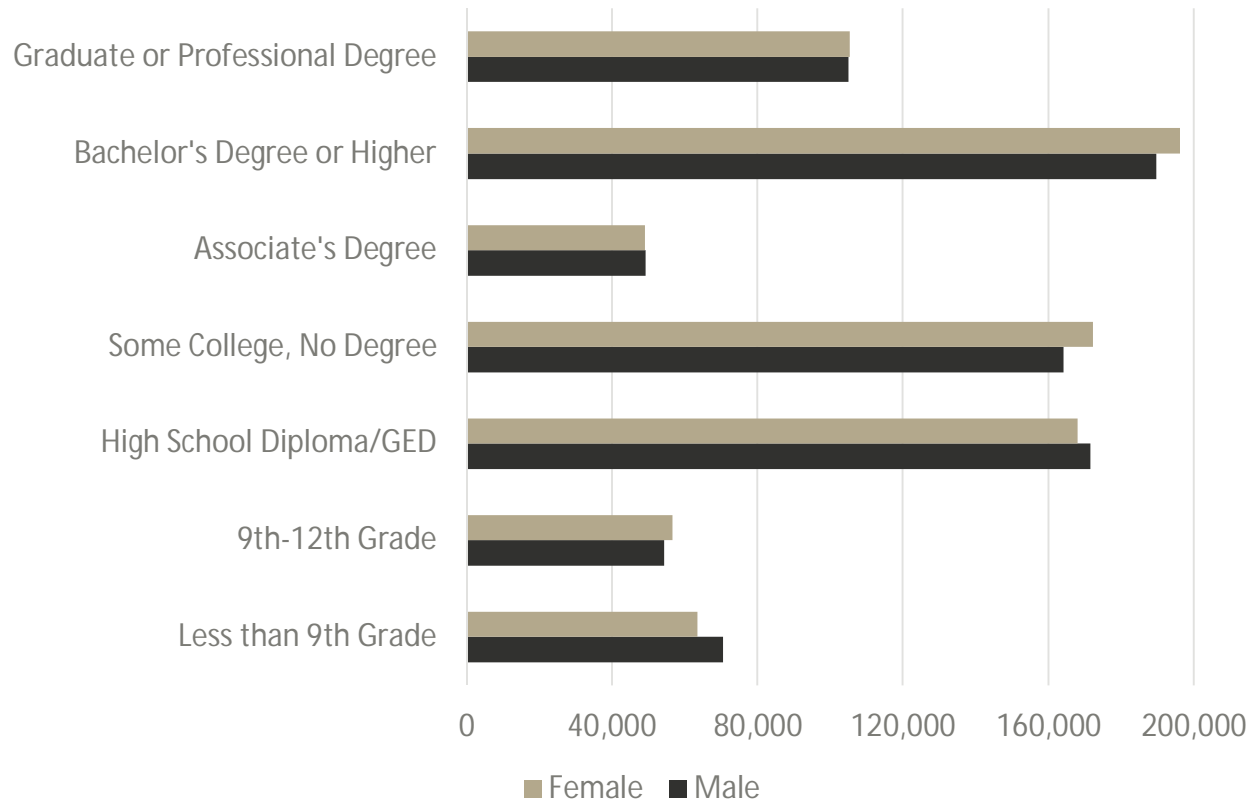
Educational Attainment - Youth

- High school students who graduated from public schools in 4 years:
 - 91.5% of all Austin area students (Region 13 Education Service Center, which includes 16 Central Texas counties – Austin & surrounding areas)
 - 88.3% of all Texas students
 - 81% of all students in the U.S.
- There are 388,461 public school students enrolled in grades K-12 in the Austin area (Region 13).
- Number of Schools/Colleges/Universities in the Austin area:
 - Public Elementary: 210
 - Public Middle: 62
 - Public High: 38
 - Private Schools: 19
 - Charter Schools: 24
 - Institutions of Higher Education: 8

SOURCES: CENSUS, COMMUNITY ACTION NETWORK DASHBOARD, TEXAS EDUCATION AGENCY, AMERICA'S PROMISE ALLIANCE GRADUATION REPORT, TRAVIS COUNTY-AREA SCHOOL DISTRICT WEBSITES, [HTTP://WWW.TRAVISCOUNTYTEXAS.US/PUBLICSCHOOLS/PUBLICSCHOOLSDISTICTS.HTM](http://www.traviscountytexas.us/publicschools/publicschoolsdisticts.htm)



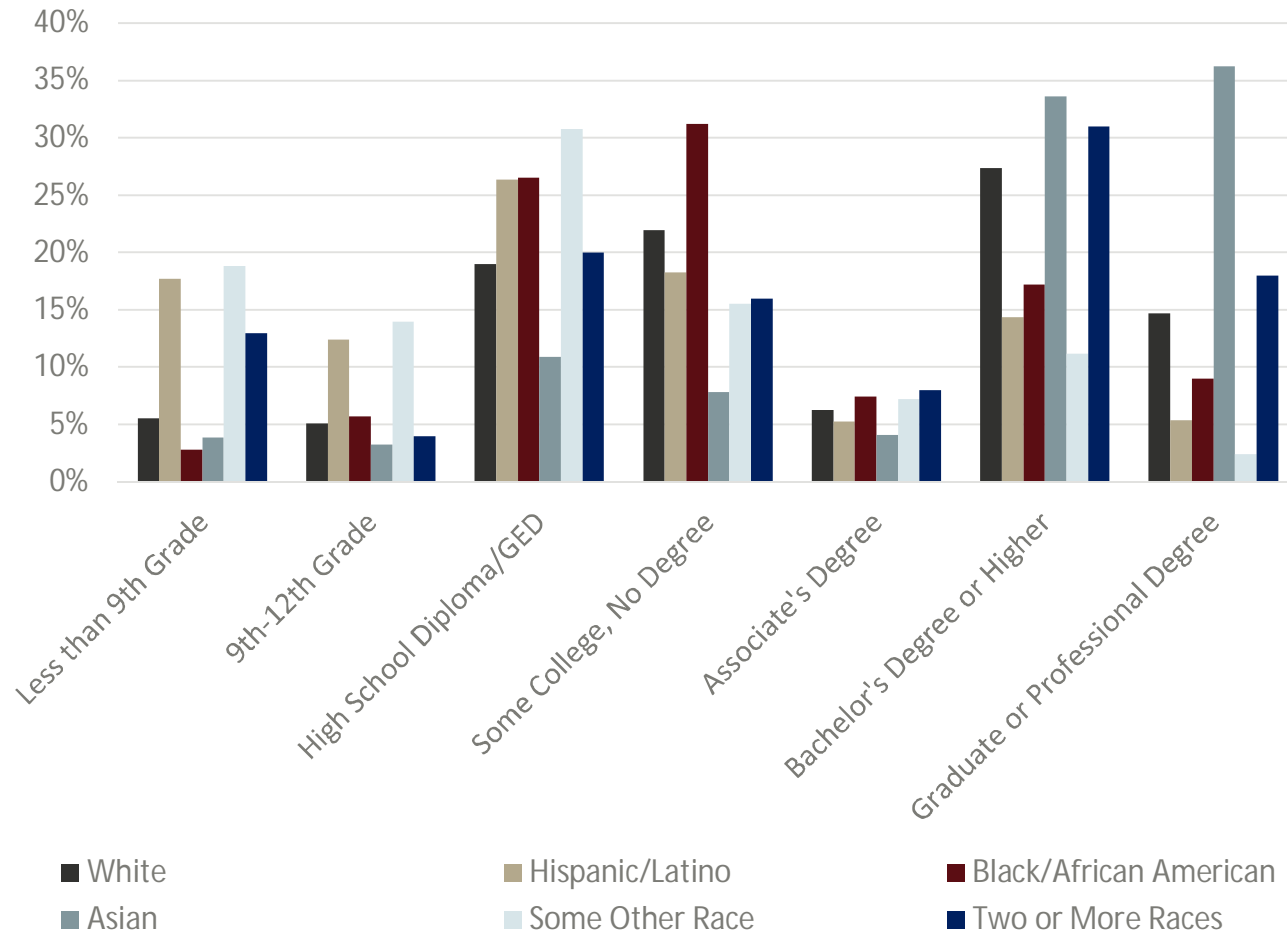
Educational Attainment – Gender, Age 25 and older



SOURCE: U.S. CENSUS BUREAU AMERICAN COMMUNITY
SURVEY, TABLES B15002A-B15002G ,
1-YEAR DATASET, 2014



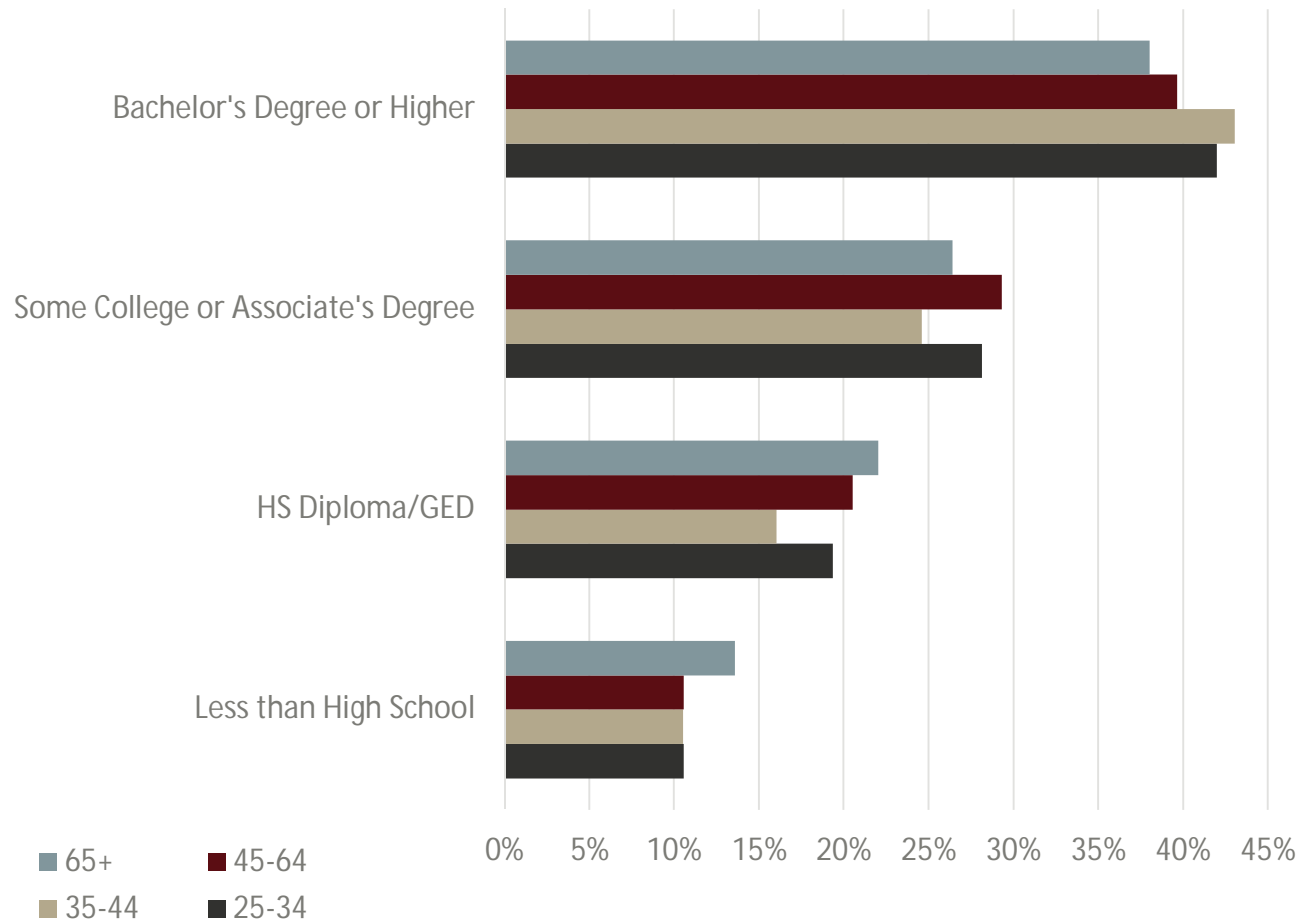
Educational Attainment – Race/Ethnicity, Age 25 and older



SOURCE: U.S. CENSUS BUREAU AMERICAN COMMUNITY SURVEY, TABLES B15002A-B15002G, 1-YEAR DATASET, 2014



Educational Attainment – Age Analysis, Age 25 and older



SOURCE: U.S. CENSUS BUREAU AMERICAN COMMUNITY SURVEY, TABLES B15002A-B15002G, 1-YEAR DATASET, 2014



Higher Education

**Student Population in Bachelor's, Associate's Programs
Fall 2014**

College/University	Enrollment
University of Texas at Austin	51,313
Austin Community College	40,949
Texas State University	36,739
Central Texas College	20,547
St. Edward's University	4,686
Concordia State University	2,504
Southwestern University	1,538
Huston-Tillotson University	1,031

- Average annual college costs for full-time students (enrolled in 15 credit hours, living off campus):
 - In-state tuition & fees at public 2-year institutions: \$2,550
 - In-state tuition & fees at public 4-year institutions: \$8,819

Labor Force

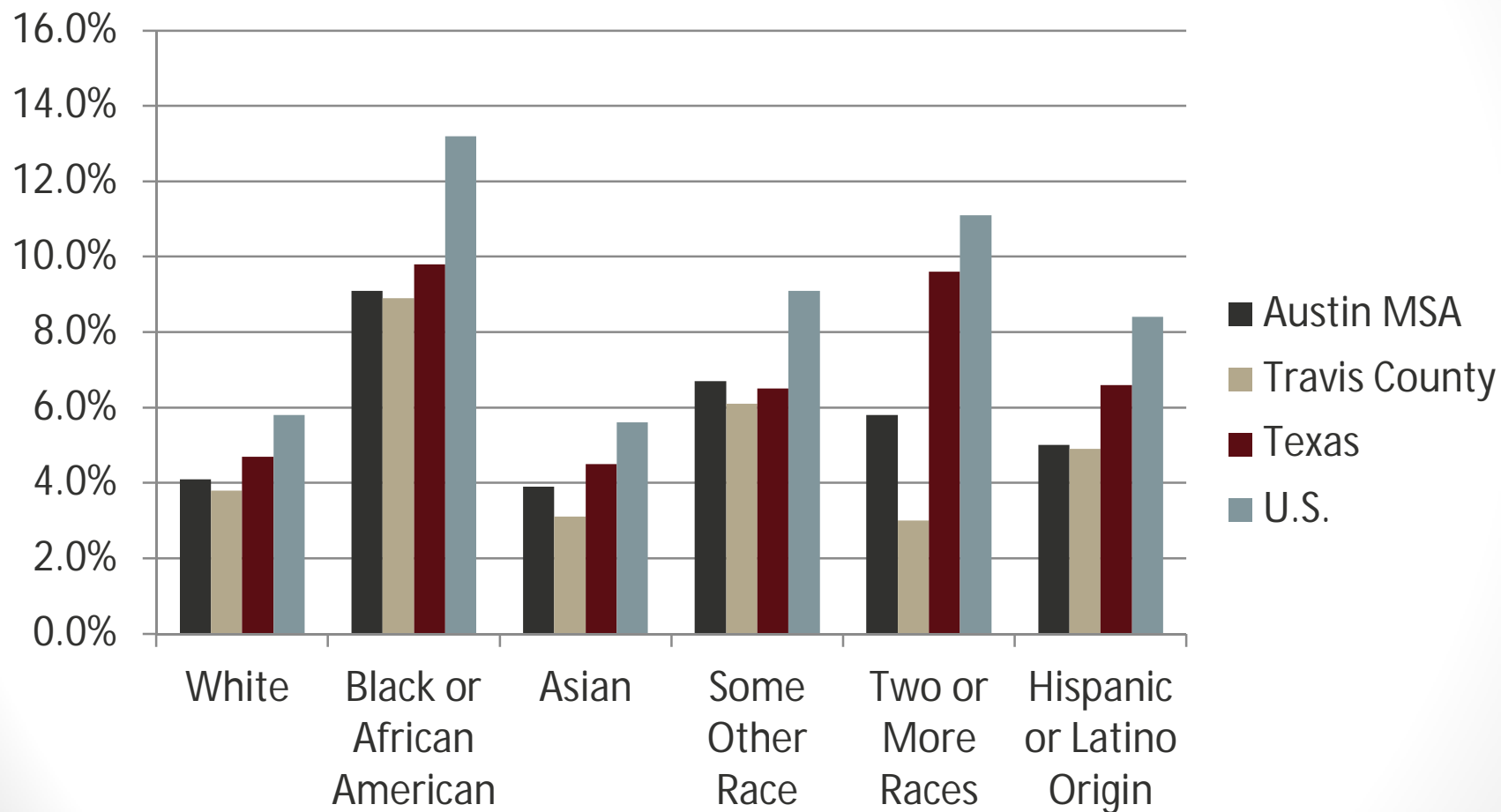
- Austin MSA's unemployment rate, October 2015: 3.3%
- 69.2% of the MSA's total population 16 years old and older is in the labor force; 95% of these individuals are employed
 - 4.7% of males and 4.8% of females are unemployed
- Unemployed by Race/Ethnicity (Austin MSA):

Race/Ethnicity	Unemployed	In Labor Force	Unemployment Rate -
			Race/Ethnicity
White (alone)	52,713	848,310	6.2%
Black or African American (alone)	10,048	78,283	12.8%
Native American and Alaska Native (alone)	N/Av	N/Av	N/Av
Asian (alone)	3,239	55,819	5.8%
Native Hawaiian and Other Pacific Islander (alone)	N/Av	N/Av	N/Av
Some Other Race (alone)	4,065	42,954	9.5%
Two or More Races	1,870	22,919	8.2%

SOURCES: TEXAS WORKFORCE COMMISSION – TRACER DATABASE, U.S. CENSUS BUREAU AMERICAN COMMUNITY SURVEY, TABLES B21001, S2301, 1-YEAR DATASET, 2014

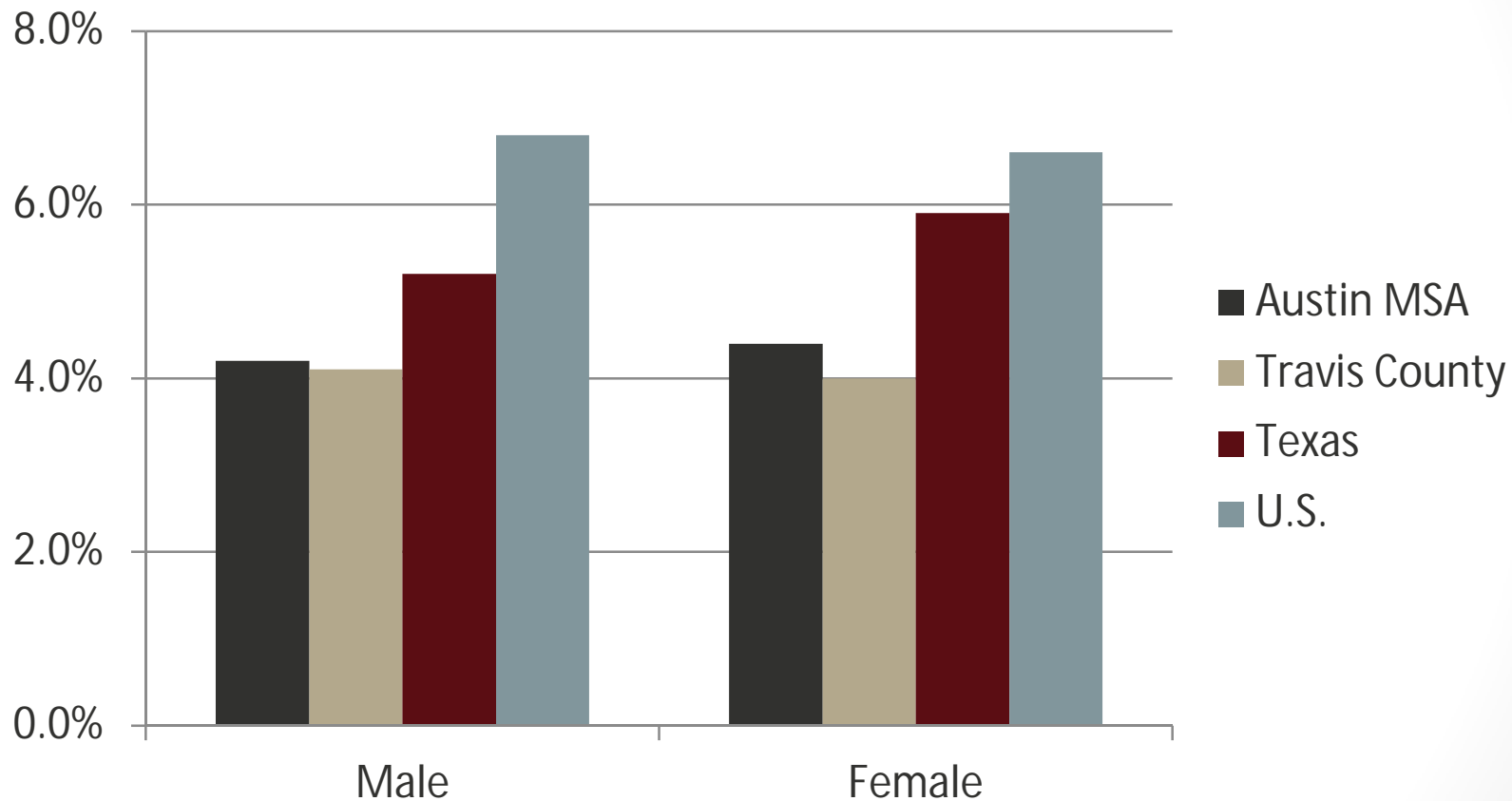


Unemployment Rate by Race/ Ethnicity (Age 25 - 64)



SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLES S2301,
1-YEAR DATASET, 2014

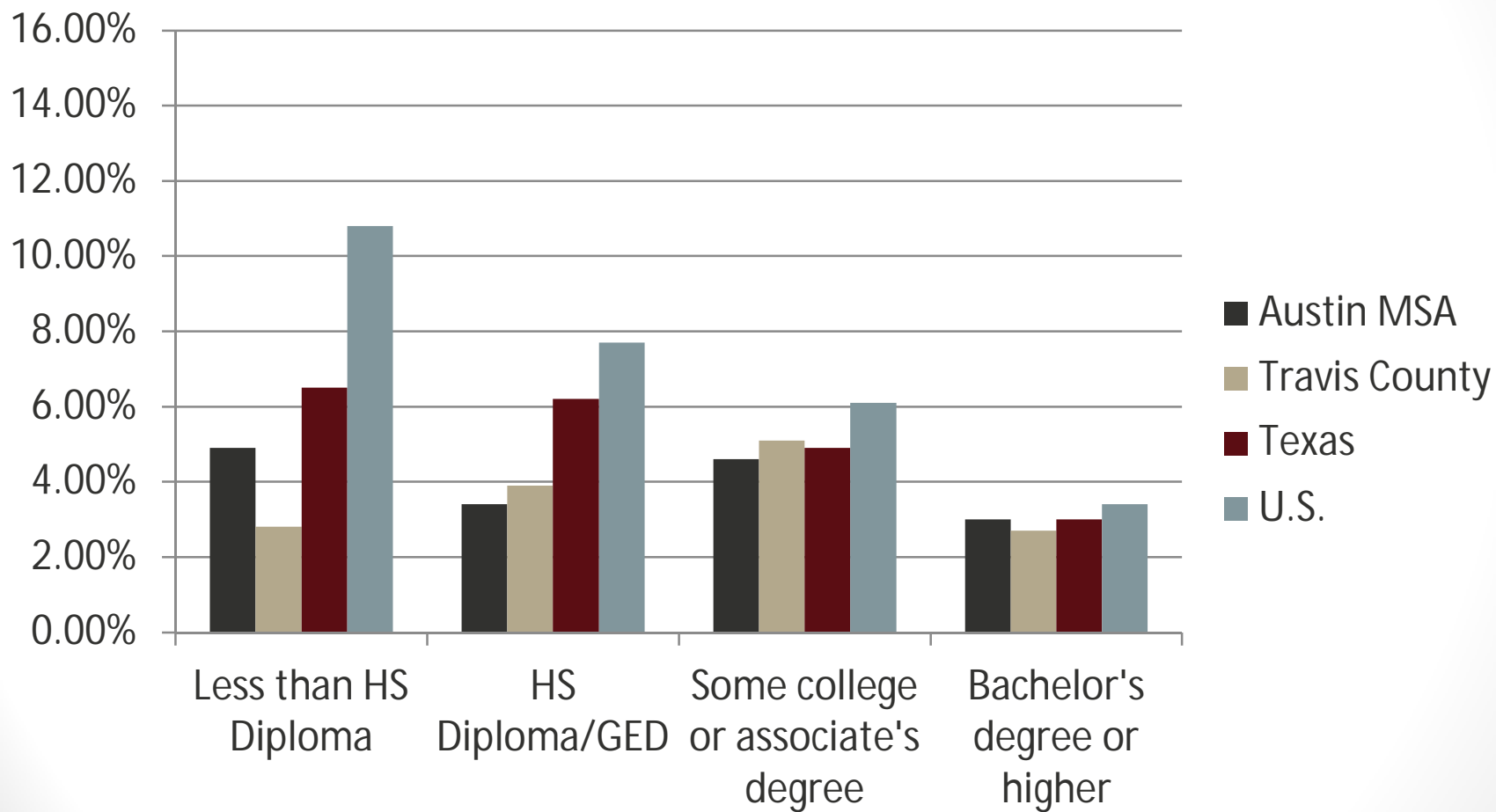
Unemployment Rate by Gender (Age 25 - 64)



SOURCE: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLES S2301,
1-YEAR DATASET, 2014



Unemployment Rate by Educational Attainment (Age 25 - 64)



SOURCE: U.S. CENSUS BUREAU AMERICAN COMMUNITY SURVEY, TABLES S2301, 1-YEAR DATASET, 2014



Major Austin Area Employers

Largest Employers (6,000+ Workers):

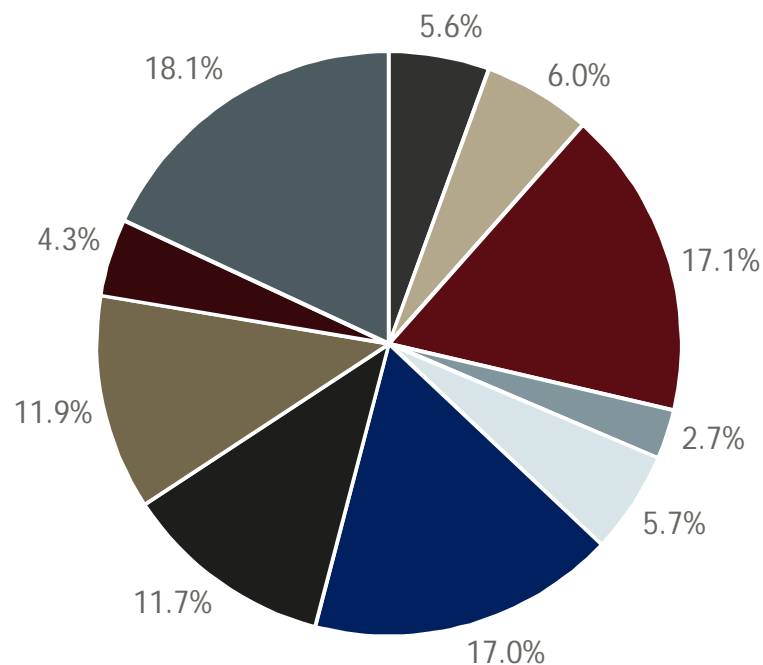
1. Austin Independent School District
2. City of Austin
3. Dell
4. Federal Government
5. IBM Corp.
6. Seton Healthcare Family
7. St. David's Healthcare Partnership
8. State of Texas
9. University of Texas at Austin

Largest Tech Companies:

1. Dell (6,000+)
2. IBM Corp. (6,000+)
3. Apple (2,000-5,999)
4. Flextronics (2,000-5,999)
5. 3M (1,000-1,999)
6. Hewlett-Packard (1,000-1,999)
7. Intel Corp. (1,000-1,999)
8. Oracle (1,000-1,999)
9. Bazaarvoice (Headquarters, 500-999)
10. Cisco Systems (500-999)

Jobs & Industry

Percentage Employed



- Mining, Logging & Construction
- Information
- Education & Health Services
- Government
- Manufacturing
- Financial Activities
- Leisure & Hospitality
- Trade, Transportation & Utilities
- Professional & Business Services
- Other Services

SOURCE: TEXAS WORKFORCE COMMISSION, DATA FOR AUSTIN MSA, OCTOBER 2015



Jobs & Industry – High Wage Occupations

Occupations with Top Wages - Travis County		
Occupation	# Employed (2012)	Average Annual Wage (2014)
Physicians, Surgeons & Specialists	2,450	\$202,586
Chief Executives	590	\$191,049
Petroleum Engineers	410	\$159,638
Sales Managers	1,460	\$147,747
Architectural & Engineering Managers	1,210	\$146,976
Computer & Information Systems Managers	1,930	\$137,823
Environmental Engineers	160	\$136,356
Marketing Managers	780	\$135,950
Financial Managers	1,830	\$132,049
Compensation & Benefits Managers	50	\$128,001
Lawyers	5,760	\$127,193
Education Administrators, Postsecondary	580	\$126,253
Natural Sciences Managers	150	\$125,732
Optometrists	130	\$123,310
Computer & Information Research Scientists	140	\$122,765
General & Operations Managers	9,980	\$122,393
Computer Network Architects	1,160	\$121,140
Business Teachers, Postsecondary	570	\$119,513
Purchasing Managers	260	\$118,746
Chemical Engineers	300	\$118,733

SOURCES: TEXAS WORKFORCE COMMISSION,
TEXASWAGES.COM, TRACER



Jobs & Industry – High Wage Industries

Industries with Top Wages - Travis County	
Industry	Average Annual Wage (2014)
Management Occupations	\$115,331
Legal Occupations	\$97,959
Architecture & Engineering Occupations	\$84,645
Computer & Mathematical Occupations	\$80,249
Healthcare Practitioners & Technical Occupations	\$73,238
Business & Financial Operations Occupations	\$69,487
Life, Physical & Social Science Occupations	\$61,191
Arts, Design, Entertainment, Sports & Media Occupations	\$54,326
Education, Training & Library Occupations	\$50,786
Sales & Related Occupations	\$45,883

SOURCES: TEXAS WORKFORCE COMMISSION,
TEXASWAGES.COM, TRACER



Jobs & Industry – Current Openings

Top Occupations by Opening	
Occupation	Current Openings (Nov. 2015)
Software Developers, Applications	3,335
Registered Nurses	3,159
Computer Occupations, All Other	2,456
Retail Salespersons	2,189
First-Line Supervisors of Retail Sales Workers	2,157
Customer Service Representatives	1,790
Web Developers	1,672
Marketing Managers	1,588
Computer Systems Analysts	1,484
Network and Computer Systems Administrators	1,391
Computer User Support Specialists	1,332
First-Line Supervisors of Food Preparation and Serving Workers	1,277
First-Line Supervisors of Office and Administrative Support Workers	1,119
Management Analysts	1,097
Accountants and Auditors	953
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	856
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	811
Heavy and Tractor-Trailer Truck Drivers	736
Sales Representatives, Services, All Other	709
Sales Managers	683

Jobs & Industry – Projected Openings

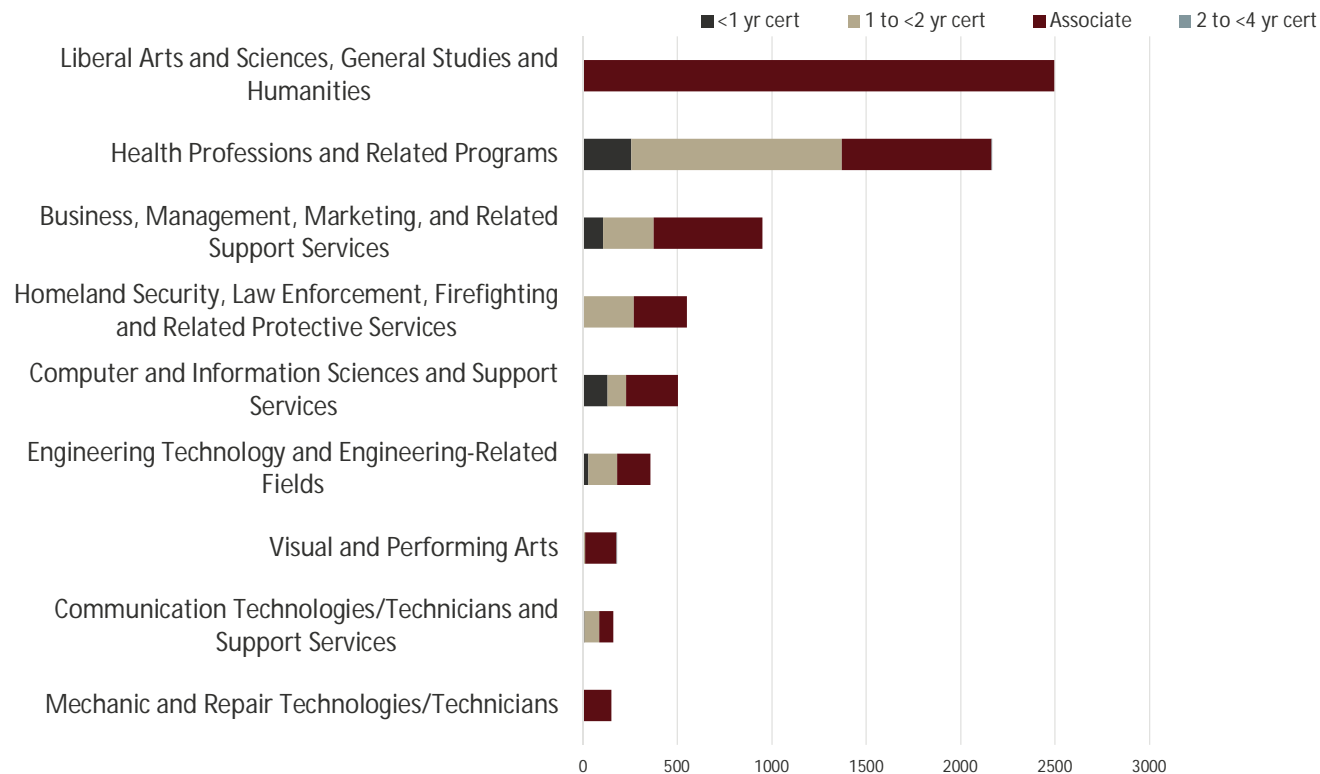
Top Occupations by Opening	
Occupation	Projected Openings (2012-2022)
Combined Food Preparation & Serving Workers, Incl. Fast Food	4,890
Customer Service Representatives	3,410
Retail Salespersons	3,080
Secretaries & Administrative Assistants, Ex. Legal, Medical, & Executive	3,050
Office Clerks, General	3,030
Registered Nurses	2,630
Janitors & Cleaners, Ex. Maids & Housekeeping Cleaners	2,450
Waiters & Waitresses	2,420
General & Operations Managers	2,330
Personal Care Aides	2,310
Computer Systems Analysts	2,090
Accountants & Auditors	1,940
Bookkeeping, Accounting, & Auditing Clerks	1,850
First-Line Supervisors of Office & Administrative Support Workers	1,810
Laborers & Freight, Stock, & Material Movers, Hand	1,810
Cashiers	1,700
Elementary School Teachers, Ex. Special Education	1,670
Cooks, Restaurant	1,610
Computer User Support Specialists	1,610
Software Developers, Applications	1,600

SOURCE: TRACER (PROJECTED ANNUAL OPENINGS
2012-2022)



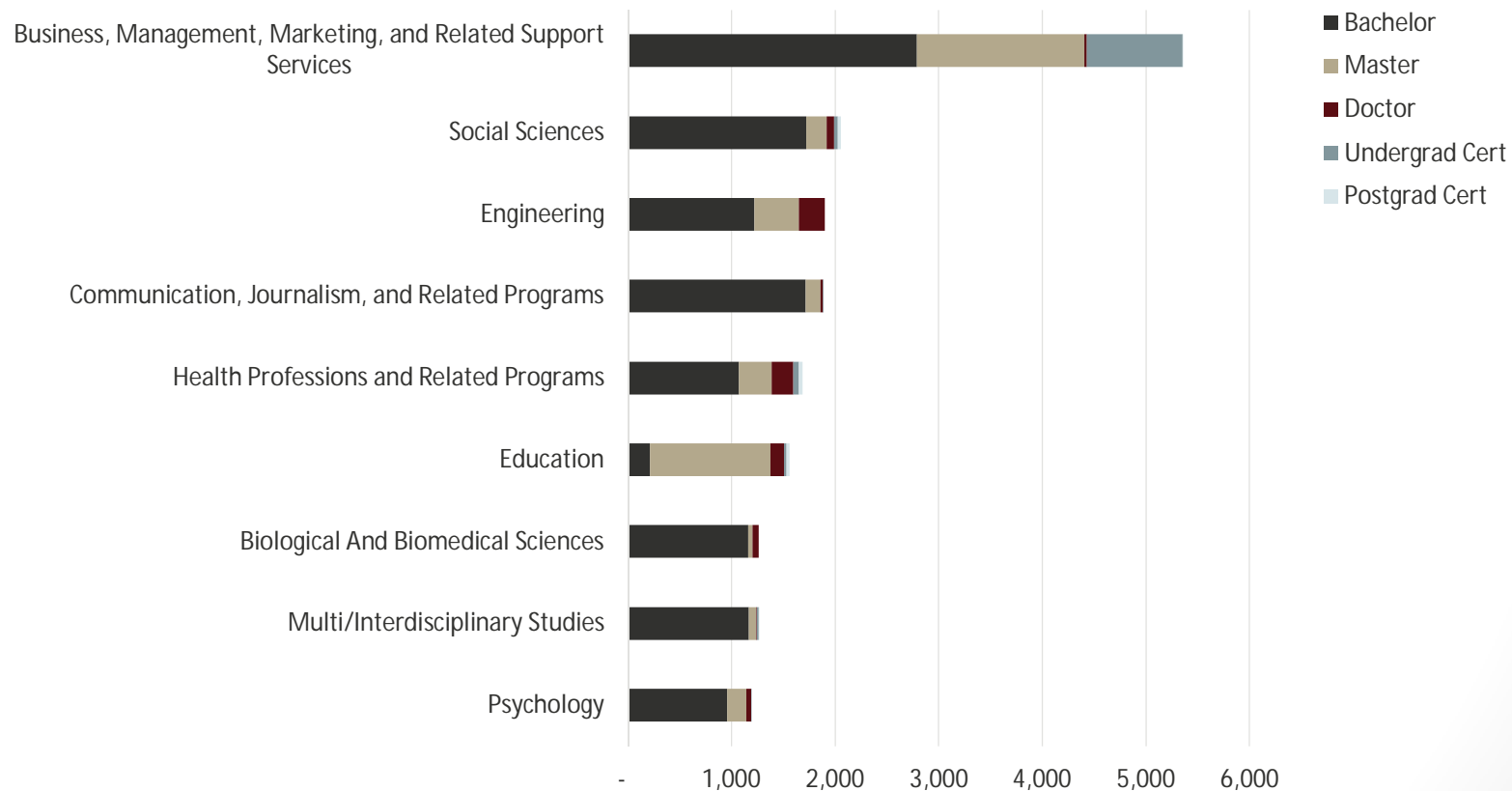
Educational Attainment

2-Year Degrees Awarded in 2014 by Course of Study



Educational Attainment

Bachelor's Degrees & Higher Awarded in 2014 by Course of Study



SOURCE: NATIONAL CENTER FOR EDUCATION STATISTICS (NCES), DATA FOR THE AUSTIN MSA



Jobs & Industry

Top Hard Skills/Certifications Sought by Austin-area Employers (Nov. 2015):

Hard Skill/Certification	# of Job Openings that Require Hard Skill/Certification
Driver's License	6,040
Certified Registered Nurse	3,731
Basic Life Support	2,119
Certification in Cardiopulmonary Resuscitation	1,548
Continuing Education	1,252
Advanced Cardiac Life Support	1,038
Commercial Driver's License	917
Occupational Safety & Health Administration Certification	870
Food safety programs	735
HAZMAT	665
Certified Public Accountant	636
First Aid certification	621
Project Management Professional	522
Health Insurance Portability and Accountability Act - HIPPA	471
Special Education	453
Pediatric Advanced Life Support	363
Physical Therapist Certification	338
Licensed Vocational Nurse	332
Professional Engineer	330
Certified in Nursing Administration	325



SOURCE: WANTED ANALYTICS (NOV. 2015)

Jobs & Industry

- Top Certifications of Austin-area Job Candidates:
 - Certified Registered Nurse: 36,000
 - Basic Life Support: 14,000
 - Advanced Cardiac Life Support: 7,300
 - Certification in Cardiopulmonary Resuscitation (CPR): 15,000
 - Pediatric Advanced Life Support: 2,600

Commute

- Average commute time for Austin MSA: 26.5 minutes
- Mass transit options: MetroBus, MetroRail
 - MetroBus: 24.2 million riders in 2014, 2.1 million trips/month; Fare: \$1.25/ride
 - MetroRail: 795,400 riders in 2014, 66,000 trips/month; Fare: \$3.50/ride
- Means of transportation to work:
 - Car, truck or van (drove alone): 76.6%
 - Car, truck or van (carpooled): 10.1%
 - Public Transportation (excluding taxicab): 2.5%
 - Bicycle, motorcycle or other means: 2.3%
 - Walking: 1.7%
 - Work from home (no commute): 6.9%

SOURCES: U.S. CENSUS BUREAU AMERICAN
COMMUNITY SURVEY, TABLE B08101, 1-YEAR
DATASET, 2014, CAPMETRO





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